

Emergency Management Professional Career Credentialing Standard

Draft
Version 2
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This document outlines the process and requirements for obtaining a Cal OES Emergency Management Professional Career Credential



California
Specialized
Training
Institute



Cal OES
GOVERNOR'S OFFICE
OF EMERGENCY SERVICES

Draft



Feedback or Comments: credentialcoord@caloes.ca.gov

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VISION

The California Office of Emergency Services (Cal OES) is proud to implement a new Career Credentialing Track to its Emergency Management Professional Development Program.

This track charts the path for the future of emergency management by establishing professional standards and reaffirming the competencies (KSA or knowledge, skills, and abilities) needed by all individuals in the field of Emergency Management (EM). It is the primary objective of this track to provide a comprehensive roadmap for individuals seeking a career in EM, experienced practitioners looking to validate and advance their professional capability, and to provide hiring managers with a credentialing standard that they can easily understand and trust.

Features of this track include:

- **Progressive & Accelerated Approach:** Tailored for someone who is new to the field and wants to validate their ability/proficiency to do the work of EM during different levels of their career, but also for a experienced or professional emergency manager who is looking to validate their proficiency in the field
- **Comprehensive Assessment:** While traditional testing is a component of this track, key distinguishing features include the clear mapping of KSA to training, education, and experience requirements, as well as a scenario based approach to access proficiency
- **Mentorship:** Available for all candidates and required for Experienced and Professional levels

The Career Track takes a user driven process, based on established standards. The process consists of several elements including:

- **Training**
- **Education**
- **Work Experience**
- **Testing**
- **Validation**

Emergency Management Career Credentials are valid for a period of 5 years and require annual continuing education and validation.

The Cal OES Emergency Management Career Credentialing track has been designed to align with several other State and Federal projects including:

- Cal OES Professional Certification Program
- The FEMA National Emergency Management Basic Academy
- California Incident Command Certification System
- Standardized Emergency Management System (SEMS)
- National Incident Management System (NIMS)
- California Emergency Services Association (CESA) Emergency Management Competency Framework

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OVERVIEW

The need to professionalize and provided standards of proficiency in the field of Emergency Management has become evident. As disasters leave their mark on communities, the public's expectations for the standard of performance of career emergency management personnel have increased. There is a need to ensure that those in the field of EM can lead the way, mitigate, prepare for, respond to, and recover from all emergencies. Cal OES' Career Credentialing Track acknowledges this need and supports continual EM capability building by setting professional standards and ensuring that candidates vetted through this track are qualified and competent professionals.

AUDIENCE

This program is relevant to all individuals who perform a role in emergency management. This includes full-time, part-time, paid, and unpaid personnel at all levels of government, tribal entities, private organizations, and other non-governmental entities.

The program directly supports the responsibility of local, regional, and state agencies in ensuring personnel involved in EM are adequately trained and competent. It provides professional standards, guidelines and reference materials. It also recognizes the professional and personal development needs of EM stakeholders.

PURPOSE

This Career Credentialing Track provides job seekers, EM professionals, and hiring managers a way to identify measures for professional competencies and defines the basic criteria expected of emergency management personnel for the effective conduct of program management and response/recovery operations.

FRAMEWORK

The EM Track Framework is made up of two components:

1. Knowledge (Need to know, legislation, theory, etc.)
2. Competencies (skills and abilities)

The primary focus centers on eight integrated and evidence-based competencies that represent the core elements of EM in California. The eight competencies are:

1. Relationship Management
2. Information Management
3. Risk Management
4. Planning
5. Implementation
6. Communication
7. Capability Building
8. Leadership

Each competency is accompanied by observable and measurable indicators described in each of the three credentialing levels in this track. The three levels of proficiency that make up this track are: Practitioner (entry), Experienced (intermediate), and Professional (advanced).

Where Practitioner is defined as:

New to the field of EM with some but limited experience, looking to support an EM Program and in the process, build knowledge, skills and abilities. Responsibility and areas of focus can include, community preparation, training, administrative and logistical support to experienced or even professional staff in an EM Program.

Where Experienced is defined as:

Experienced Practitioner looking to validate Knowledge, Skills and Abilities (KSA) for growth and promotion opportunities in managing specific program areas within an EM Program. Responsibility can lie in one or more phases of emergency management; specialty areas such as planning, training, or exercises; specialty projects such as the development and roll out of a new community program such as CERT, VOAD, POD or Shelters; or even the specification, selection, and roll out of a new mass notification system- to list a few. These individuals may oversee or receive support from practitioners and support/execute on the direction from the professional within their team.

Where Professional is defined as:

Skilled Professional looking to validate Knowledge, Skill and Abilities (KSA) for growth and promotion opportunities directing and leading an EM Program/Organization. This includes the oversight, direction and management of a department or team which will include practitioner and experienced staff. Direct planning, budgeting, contract/service/product and MOU negotiations, and grant administration and forecasting. They serve as spokesperson and representative of their organization in front off local,

state, tribal, and federal governments, as well as industry groups. They directly impact or influence emergency management policy and/or governmental/industry regulation.

This program framework allows for the following:

Learning Standardization

The comprehensive nature of the program allows for its application across a range of organizations. Core candidate competencies are matched with corresponding and evidence-based training materials and unit standards.

Career Development

This program details a range of roles common in EM, and the knowledge and competencies related to those roles. An individual looking to advance professionally can use this track as a roadmap to identify the necessary competencies and indicators required to progress, either to a different role in a different organization or to a higher role within the same organization.

Recruitment and Retention

Hiring managers can apply the track's framework to specific EM roles in their organization through the development of:

1. Job specifications
2. Interview questions
3. Personnel development plans
4. Performance Management Systems
5. Career pathways to assist with recruitment and retention

PROCESS

Standard

**1. Identify**

Locate the Career Track Level you want to be credentialed in.

**2. Complete**

Read all level requirements and follow all instructions/guidance provided for level.

**3. Submit**

Submit Application Form with copies of all required documentation.

Each application form contains submission information.

Note: This is a progressive track which means that a practitioner credential must first be obtained before applying for experienced, and experienced before professional. However, if a candidate feels that he/she meets the requirements of a higher-level track, they can apply under an accelerated process. For details, please refer to the track guide.

Accelerated

**1. Identify**

Locate the Career Track Level you want to be credentialed in.

**2. Complete**

Read all level requirements and follow all instructions/guidance provided for level.

**3. Submit**

Submit Application Form with copies of all required documentation.

Each application form contains submission information.

Note: This is an accelerated process for candidates applying for multiple levels. In order to do this process, all previous level requirements must be met, in addition to the level being applied for. See application form for all requirements that must be satisfied.

POLICY

Participation in the Cal OES Career credentialing track is voluntary. However, the EM Career Credentialing Review Panel helps ensure that personnel possess the minimum knowledge, skills, and abilities necessary to execute emergency management activities safely and effectively.

Documentation Standards

Documentation (i.e. course certificates) submitted to the Career Credentialing Track must be issued by one of the consortium members referenced on the Cal OES website as being training partners of CSTI.

Initial documentation considered for the credentialing program must have been obtained within the past five (5) years. CSTI reserves the right to approve coursework older than 5 years during initial submission provided the request is made in writing. *Requests will be granted on a case by case basis. CSTI reserves the right to request course syllabus, description, and certificate of completion for individual assessment.*

Recertification

Requirements will be provided by CSTI on behalf of the Review Panel at the time of re-certification.

REQUIREMENTS

PROFESSIONAL



Candidate

Experienced Professionals looking to validate Knowledge Skill and Abilities (KSA) for growth and promotion opportunities directing and leading an EM Program/Organization.



Experience

Minimum:

- 8 Years of Years of Relevant Experience in the Field of Emergency Management
- 3 Tabletops
- 3 Functional/Full-Scale Exercises
- 3 Complex Incidents or Planned Events
- 5 Letters of Recommendation (1 must be from your current supervisor)

Education¹**Minimum:**

- BA/BS or
- MA+ with 5 Years of Experience or
- **Educational Equivalency (Available until January 1, 2023)**



Testing

- Test (100 Q's > 80%) Per Track
- 1 Professional Contribution Per Track
- Application (Real World) | 3 Scenarios Per Track



Validation

- Application Form
- Training/Education Certificates
- Experience Verification Form
- Professional Contribution
- Letters of Recommendation
- Testing
- Cal OES to review, validate, accept/reject

Contribution Yes

Mentor Yes | Must mentor 1 Practitioner or 1 Experienced Candidate

Re-Certification Every 5 Years

Documentation Must be within the past 5 years

Focus Areas Yes

¹ A 5-year grace period educational equivalency is available for candidates that currently do not meet the listed educational requirement. Equivalency will only be available during the 5-year grace period or until January 1, 2023. After this period, all candidates will be required to meet the education requirement as listed in the credentialing level, without exception. To learn more about the 5-year grace period education equivalency requirements, please review the **Professional Education Equivalency Form**. Candidates must include a letter explaining why equivalency is needed; select 3 of the available listed equivalencies and complete 1 required essay.

REQUIREMENTS **PROFESSIONAL****KNOWLEDGE****Command**

- Applicable Laws, Authorities, Programs, and Systems
 - Homeland Security Directives
 - Continuity of Government
 - Business Continuity
 - NFPA 1600
- Principles of Leading and Directing an Emergency Management Program/Organization.
- Key documented arrangements, such as MOU's, product, and service contracts
- Community Resilience/Capability Building
- Budgeting, Contract Negotiations, Grant Administration

Interpersonal:

- Strategic Leadership in Complex Environments
- Leadership/Management Concepts and Styles
- Motivation and Influence Techniques
- Technology and Innovation Management
- Advancing and Implementing Local and National Policy
- Organizational Structure and Design
- Team Dynamics and Group Structures
- Fostering Coordination and Collaboration
- Sustainability
- Program, Policies, Plan, Procedure, and System Integration, Analytics, and Performance Measures
- Human Resource Management
- Strategic Planning and Budgeting
- Change and Stress Management
- Critical Thinking and Problem Solving

REQUIREMENTS**PROFESSIONAL**

- Crisis Decision Making
- Organizational Ethics

Specialty Tracks:

1. Emergency Management
2. Crisis Communication
3. Disaster Recovery
4. Homeland Security
5. Business Continuity

CAPABILITY

Direct

Relationship Management

- Seek/Identify solutions to overcome barriers to relationships
- Facilitates relationships; resolve differences where possible
- Generate interest and understanding of key issues, by encouraging ownership of problems and opportunities
- Formalize relationships via written agreements or Memorandum of Understanding (MOUs)

Information Management

- Ensure that strategic goals and objectives are met for systems and processes
- Promote information management and prioritization best practices
- Ensure continuous monitoring and evaluation is conducted

Risk Management

- Provide insights to others about the combined elements of risk, implications, and management

REQUIREMENTS **PROFESSIONAL**

- Influence organization and partners to ensure effective, coordinated, multi-agency risk treatment programs

Planning

- Ensure that plans are developed in alignment with organizational goals/capabilities
- Provide direction and or session facilitation for issues where the planning team differs or is unsure
- Influence organizations and partners to ensure coordinated, integrated planning

Implementation

- Monitor and adjust operating structure to reflect the scale of incident, escalating or de-escalating as necessary
- Direct operations in accordance with plan and procedures
- Interface with critical partners, community leadership, media, the public etc. to instill confidence in organizational response/recovery efforts

Communication

- Communicate controversial or sensitive messages to organization and partners tactfully
- Clearly articulate the vision and direction in order to gain commitment for public education/risk communication programs
- Champion and drive EM public education/risk communication programs
- Participate in interviews and hold media conferences
- Represent the organization in front of local, state, and federal government, the media, and the public
- Request the broadcast of an emergency announcement
- Develop and maintain effective relationships with media

REQUIREMENTS **PROFESSIONAL**

- Engage with media to reinforce messages, and to correct misinformation

Capability Building**Personnel**

- Coach and mentor colleagues and peers
- Champion capability development across the organization and with EM partners
- Champion a culture of continuous learning and professional development
- Inspire a culture of performance excellence by giving positive and constructive feedback to the team and partners

Physical

- Ensure strategic goals and objectives are considered when sourcing and allocating physical resources

Financial

- Seek opportunities to source funding and improve efficiency
- Formulate long-term financial plans and resource allocations, ensuring alignment with organizations strategic goals
- Ensure the appropriate allocation of financial resources to meet established goals and objectives
- Manage financial risks

Leadership


- Clearly articulate the EM to organization, key EM partners and the public, to garner support and commitment
- Help others see linkages between the organization's vision, values, systems, and processes
- Inspire and influence staff by leading by example


REQUIREMENTS**PROFESSIONAL**


- Steer negotiations successfully through complex issues
- Coach and mentor colleagues and peers
- Lead diverse groups towards a shared vision
- Influence at the political governance level
- Display willingness and ability to review, reflect on, and adapt behavior
- Monitor stress level and take appropriate action to minimize impact on self and others
- Evaluate capability and identify areas for development
- Operate in accordance with organizational and professional ethics
- Represent the organization in a way, which maintains reputation and credibility


REQUIREMENTS**PROFESSIONAL****TRAINING**

Required

 Emergency Management Specialist

 Public Information Officer Specialist

 Terrorism & Homeland Security Specialist

 FEMA Advance Academy
SELECT A FOCUS AREA**AREA 1 | Emergency Management**

Course #	Name	Time (Hrs.)
E0451	Advanced I – A Survey of Advanced Concepts in Emergency Management	40
E0452	Advanced II – Assessment and Application of Professional Style in EM	40
E0453	Advanced Concepts and Issues in the Emergency Management Organization	40
E0454	Advanced IV - Advanced Concepts & Issues in the EM Community and Profession	40
Total Hours		160

AREA 2 | Crisis Communication

Course #	Name	Time (Hrs.)
L0388	Advanced Public Information Officer	32
Per-304	Social Media for Natural Disaster Response and Recovery	8
IS-250.a	Emergency Support Function 15 (ESF15) External Affairs	1
IS-702.a	National Incident Management System (NIMS) Public Information Systems	3
E/L0105	Basic IV - Public Information and Warning	16
Total Hours		60

REQUIREMENTS **PROFESSIONAL****AREA 3 | Disaster Recovery**

Course #	Name	Time (Hrs.)
IS-253.a	Overview of FEMA's Environmental and Historic Preservation Review	4
IS-554	Emergency Planning for Public Works	3
IS-556	Damage Assessment for Public Works	3
IS-558	Public Works and Disaster Recovery	3
IS-559	Local Damage Assessment	2
IS-632.A	Introduction to Debris Operations	2
IS-772	IA PDA Orientation	1
IS-803	Emergency Support Function (ESF) #3 – Public Works and Engineering	0.5
Total Hours		18.5

AREA 4 | Homeland Security

Course #	Name	Time (Hrs.)
T1	Terrorism I: International Terrorism	24
T2	Terrorism II: Domestic Terrorism	24
T3	Terrorism III: Advanced Counterterrorism Strategies	32
IS-907	Active Shooter	1
G386	Mass Fatalities	20

REQUIREMENTS **PROFESSIONAL**

Course #	Name	Time (Hrs.)
TIA	Terrorism Intelligence Analysis	24
Per-232	Initial Law Enforcement Response to Suicide Bombing Attacks	8
AWR 219	Site Protection Through Observation Techniques (SPOT)	4
Total Hours		137

AREA 5 | Business Continuity


Course #	Name	Time (Hrs.)
IS-520	Introduction to Continuity of Operations Planning for Pandemic Influenzas	1
IS-523	Resilient Accord – Exercising Continuity Plans for Cyber Incidents	3
IS-524	Continuity of Operations (COOP) Planner's Workshop	5
IS-526	Mission Essential Functions (MEF) Workshop	6
IS-546.a	Continuity of Operations Awareness Course	1
IS-547a	Introduction to Continuity of Operations	2
IS-548	Continuity of Operations (COOP) Program Manager	4
IS-821.a	Critical Infrastructure	1
EMBI	Emergency Management for Business And Industry	40
Total Hours		63

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APPLICATION FORM PROFESSIONAL CREDENTIAL				CALOES USE ONLY
CONTACT	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
EXPERIENCE	Item:	Applicable Dates:	Documentation Attached:	
	<input type="checkbox"/> 8 Years		<input type="checkbox"/> Yes (Resume)	
	<input type="checkbox"/> 3 TTX		<input type="checkbox"/> Yes (ICS-225)	
	<input type="checkbox"/> 3 Functional/Full Scale Exercise		<input type="checkbox"/> Yes (ICS-225)	
	<input type="checkbox"/> 3 Complex Incident/Planned Event		<input type="checkbox"/> Yes (ICS-225)	
	<input type="checkbox"/> 5 Letter of Recommendation		<input type="checkbox"/> Yes (Letter)	
	<input type="checkbox"/> 1 Professional Contribution (PC)		<input type="checkbox"/> Yes (PC Form)	
	<input type="checkbox"/> 1 Mentorship		<input type="checkbox"/> Yes (Mentor Form)	
EDUCATION	Select One:	Completion Date:	Certificate Attached:	
	<input type="checkbox"/> BA/BS		<input type="checkbox"/> Yes	
	<input type="checkbox"/> MA+ with 5 Yrs. of Experience		<input type="checkbox"/> Yes	
	<input type="checkbox"/> EDUCATION EQUIVALENCY (AVAILABLE UNTIL JAN 1, 2023)		<input type="checkbox"/> Yes (Equivalency Form)	
TRAINING	Focus Area (Select One)			
	<input type="checkbox"/> 1 Emergency Management			
	<input type="checkbox"/> E0451 Advanced I – A Survey of Advanced Concepts in Emergency Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0452 Advanced II – Assessment and Application of Professional Style in EM		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0453 Advanced Concepts and Issues in the Emergency Management Organization		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0454 Advanced IV - Advanced Concepts & Issues in the EM Community and Profession		<input type="checkbox"/> Yes	
	<input type="checkbox"/> 2 Crisis Communication			
	<input type="checkbox"/> IS-250.a Emergency Support Function 15 (ESF15) External Affairs		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-702.a National Incident Management System (NIMS) Public Information Systems		<input type="checkbox"/> Yes	
	<input type="checkbox"/> L0388 Advanced Public Information Officer		<input type="checkbox"/> Yes	
	<input type="checkbox"/> Per-304 Social Media for Natural Disaster Response and Recovery		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E/L0105 Basic IV - Public Information and Warning		<input type="checkbox"/> Yes	


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	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
<input type="checkbox"/> 3 Disaster Recovery				
Course:		Completion Date:	Certificate Attached:	
<input type="checkbox"/> IS-253.a Overview of FEMA's Environmental and Historic Preservation Review			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-554 Emergency Planning for Public Works			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-556 Damage Assessment for Public Works			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-558 Public Works and Disaster Recovery			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-559 Local Damage Assessment			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-632.A Introduction to Debris Operations			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-772 IA PDA Orientation			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-803 Emergency Support Function (ESF) #3 – Public Works and Engineering			<input type="checkbox"/> Yes	
<input type="checkbox"/> 4 Homeland Security				
<input type="checkbox"/> IS-907 Active Shooter			<input type="checkbox"/> Yes	
<input type="checkbox"/> TIA Terrorism Intelligence Analysis			<input type="checkbox"/> Yes	
<input type="checkbox"/> T1 Terrorism I: International Terrorism			<input type="checkbox"/> Yes	
<input type="checkbox"/> T2 Terrorism II: Domestic Terrorism			<input type="checkbox"/> Yes	
<input type="checkbox"/> T3 Terrorism III: Advanced Counterterrorism Strategies			<input type="checkbox"/> Yes	
<input type="checkbox"/> G386 Mass Fatalities			<input type="checkbox"/> Yes	
<input type="checkbox"/> Per-232 Initial Law Enforcement Response to Suicide Bombing Attacks			<input type="checkbox"/> Yes	
<input type="checkbox"/> AWR 219 Site Protection Through Observation Techniques (SPOT)			<input type="checkbox"/> Yes	
<input type="checkbox"/> 5 Business Continuity				
<input type="checkbox"/> IS-520 Introduction to Continuity of Operations Planning for Pandemic Influenzas			<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-523 Resilient Accord – Exercising Continuity Plans for Cyber Incidents			<input type="checkbox"/> Yes	

APPLICATION FORM PROFESSIONAL CREDENTIAL				CALOES USE ONLY
CONTACT	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
	Course:	Completion Date:	Certificate Attached:	
	<input type="checkbox"/> IS-524 Continuity of Operations (COOP) Planner's Workshop		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-526 Mission Essential Functions (MEF) Workshop		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-546.a Continuity of Operations Awareness Course		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-547.a Introduction to Continuity of Operations		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-548 Continuity of Operations (COOP) Program Manager		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-821.a Critical Infrastructure		<input type="checkbox"/> Yes	
	<input type="checkbox"/> EMBI Emergency Management for Business And Industry		<input type="checkbox"/> Yes	
 Cal OES <small>GOVERNOR'S OFFICE OF EMERGENCY SERVICES</small>			E-mail this form and all supporting documentation to: Credentialcoord@caloes.ca.gov	

APPLICATION FORM ACCELERATED PROFESSIONAL CREDENTIAL				CALOES USE ONLY
CONTACT	First Name:	Last Name:	Mailing Address (enter the address you want your credential mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
EXPERIENCE	Item:		Applicable Dates:	Documentation Attached:
	<input type="checkbox"/> 8 Years			<input type="checkbox"/> Yes (Resume)
	<input type="checkbox"/> 3 TTX			<input type="checkbox"/> Yes (ICS-225)
	<input type="checkbox"/> 3 Functional/Full Scale Exercise			<input type="checkbox"/> Yes (ICS-225)
	<input type="checkbox"/> 3 Complex Incident/Planned Event			<input type="checkbox"/> Yes (ICS-225)
	<input type="checkbox"/> 5 Letter of Recommendation			<input type="checkbox"/> Yes (Letter)
	<input type="checkbox"/> 1 Professional Contribution (PC)			<input type="checkbox"/> Yes (PC Form)
<input type="checkbox"/> 1 Mentorship			<input type="checkbox"/> Yes (Mentor Form)	
EDUCATION	Select One:		Completion Date:	Certificate Attached:
	<input type="checkbox"/> BA/BS			<input type="checkbox"/> Yes
	<input type="checkbox"/> MA+ with 5 Yrs. of Experience			<input type="checkbox"/> Yes
	<input type="checkbox"/> EDUCATION EQUIVALENCY (AVAILABLE UNTIL JAN 1, 2023)			<input type="checkbox"/> Yes (Equivalency Form)
TRAINING	Course:		Completion Date:	Certificate Attached:
	<input type="checkbox"/> ICS/SEMS/NIMS (Combined Course)			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-100.b Intro. to Incident Command System			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-200.b ICS for Single Resources & Initial Action Incidents			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-700.a National Incident Management System (NIMS), An Introduction			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-706 NIMS Intrastate Mutual Aid – An Introduction			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-800.b National Response Framework - An Introduction			<input type="checkbox"/> Yes
	<input type="checkbox"/> SEMS INTRO			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-42 Social Media in Emergency Management			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-120.a An Introduction to Exercises			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-230.d Fundamentals of Emergency Management			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-242.b Effective Communication			<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-660 Introduction to Public-Private Partnerships			<input type="checkbox"/> Yes
	<input type="checkbox"/> G205 Disaster Recovery			<input type="checkbox"/> Yes
	<input type="checkbox"/> G235 Emergency Planning			<input type="checkbox"/> Yes
	<input type="checkbox"/> G393 Disaster Mitigation			<input type="checkbox"/> Yes
<input type="checkbox"/> G626E Essentials EOC Action Planning			<input type="checkbox"/> Yes	

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	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
	<input type="checkbox"/> E Essential Emergency Management Concepts		<input type="checkbox"/> Yes	
	Course:	Completion Date:	Certificate Attached:	
	<input type="checkbox"/> G191 ICS/EOC Interface		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G775 EOC Management and Operations		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G611A Essential EOC All Sections Positions Specific Training: All		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G611F Essential EOC Management Section/Positions Specific Training: Finance		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G611L Essential EOC Management Section/Positions Specific Training: Logistics		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G611M Essential EOC Management Section/Positions Specific Training: Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G611O Essential EOC Management Section/Positions Specific Training: Operations		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G611P Essential EOC Management Section/Positions Specific Training: Planning		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G108 Community Mass Care & Emergency Assistance		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G288 Volunteer and Donations Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G290 / G291 Basic Public Information Officer and Joint Information Center / Joint Information System		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G557 Rapid Assessment Workshop		<input type="checkbox"/> Yes	
	<input type="checkbox"/> G775-RM Resource Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> ICS/SEMS/NIMS TTT		<input type="checkbox"/> Yes	
	<input type="checkbox"/> EEDCE Enhanced Exercise Design Conduct and Evaluation (HSEEP L145)		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-10.a Animals in Disasters: Awareness and Preparedness		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-240.b Leadership and Influence		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-241.b Decision Making and Problem Solving		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-317 Introduction to Community Emergency Response Teams		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-366.a Planning for the Needs of Children in Disasters		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-403 Introduction to Individual Assistance (IA)		<input type="checkbox"/> Yes	

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	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
	<input type="checkbox"/> IS-454 Fundamentals of Risk Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-559 Local Damage Assessment		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-650.a Building Partnerships with Tribal Governments		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-794 External Affairs Program Liaison		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-906 Workplace Security Awareness		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-907 Active Shooter: What You Can Do		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-922 Application of GIS for Emergency Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-2900 National Disaster Recovery Framework (NDRF) Overview		<input type="checkbox"/> Yes	
	<input type="checkbox"/> ICS-300 Intermediate ICS for Expanding Incidents		<input type="checkbox"/> Yes	
	<input type="checkbox"/> ICS-400 Intermediate ICS for Expanding Incidents		<input type="checkbox"/> Yes	
Focus Area (Select One)				
<input type="checkbox"/> 1 Emergency Management				
	<input type="checkbox"/> E0451 Advanced I – A Survey of Advanced Concepts in Emergency Management		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0452 Advanced II – Assessment and Application of Professional Style in EM		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0453 Advanced Concepts and Issues in the Emergency Management Organization		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E0454 Advanced IV - Advanced Concepts & Issues in the EM Community and Profession		<input type="checkbox"/> Yes	
<input type="checkbox"/> 2 Crisis Communication				
	<input type="checkbox"/> IS-250.a Emergency Support Function 15 (ESF15) External Affairs		<input type="checkbox"/> Yes	
	<input type="checkbox"/> IS-702.a National Incident Management System (NIMS) Public Information Systems		<input type="checkbox"/> Yes	
	<input type="checkbox"/> L0388 Advanced Public Information Officer		<input type="checkbox"/> Yes	
	<input type="checkbox"/> Per-304 Social Media for Natural Disaster Response and Recovery		<input type="checkbox"/> Yes	
	<input type="checkbox"/> E/L0105 Basic IV - Public Information and Warning		<input type="checkbox"/> Yes	
<input type="checkbox"/> 3 Disaster Recovery				
Course:		Completion Date:	Certificate Attached:	
	<input type="checkbox"/> IS-253.a Overview of FEMA's Environmental and Historic Preservation Review		<input type="checkbox"/> Yes	

APPLICATION FORM ACCELERATED PROFESSIONAL CREDENTIAL			CAL OES USE ONLY
CONTACT	First Name:	Last Name:	Mailing Address (enter the address you want your credential mailed to):
	Current Position:	Organization:	
	Email:	Phone Number:	
	Applicant Signature:		Date:
	<input type="checkbox"/> IS-554 Emergency Planning for Public Works		<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-556 Damage Assessment for Public Works		<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-558 Public Works and Disaster Recovery		<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-559 Local Damage Assessment		<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-632.A Introduction to Debris Operations		<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-772 IA PDA Orientation		<input type="checkbox"/> Yes
	<input type="checkbox"/> IS-803 Emergency Support Function (ESF) #3 – Public Works and Engineering		<input type="checkbox"/> Yes
	<input type="checkbox"/> 4 Homeland Security		
	<input type="checkbox"/> IS-907 Active Shooter		<input type="checkbox"/> Yes
	<input type="checkbox"/> TIA Terrorism Intelligence Analysis		<input type="checkbox"/> Yes
	<input type="checkbox"/> T1 Terrorism I: International Terrorism		<input type="checkbox"/> Yes
	<input type="checkbox"/> T2 Terrorism II: Domestic Terrorism		<input type="checkbox"/> Yes
	<input type="checkbox"/> T3 Terrorism III: Advanced Counterterrorism Strategies		<input type="checkbox"/> Yes
	<input type="checkbox"/> G386 Mass Fatalities		<input type="checkbox"/> Yes
<input type="checkbox"/> Per-232 Initial Law Enforcement Response to Suicide Bombing Attacks		<input type="checkbox"/> Yes	
<input type="checkbox"/> AWR 219 Site Protection Through Observation Techniques (SPOT)		<input type="checkbox"/> Yes	
<input type="checkbox"/> 5 Business Continuity			
<input type="checkbox"/> IS-520 Introduction to Continuity of Operations Planning for Pandemic Influenzas		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-523 Resilient Accord – Exercising Continuity Plans for Cyber Incidents		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-524 Continuity of Operations (COOP) Planner's Workshop		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-526 Mission Essential Functions (MEF)		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-546.a Continuity of Operations Awareness		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-547.a Intro. to Continuity of Operations		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-548 Continuity of Operations (COOP) Program Manager		<input type="checkbox"/> Yes	
<input type="checkbox"/> IS-821.a Critical Infrastructure		<input type="checkbox"/> Yes	
<input type="checkbox"/> EMBI EM for Business & Industry		<input type="checkbox"/> Yes	
 Cal OES <small>GOVERNOR'S OFFICE OF EMERGENCY SERVICES</small>		E-mail this form and all supporting documentation to: Credentialcoord@caloes.ca.gov	

EDUCATION EQUIVALENCY FORM | PROFESSIONAL (AVAILABLE UNTIL JANUARY 1, 2023)

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CONTACT	First Name:	Last Name:	Mailing Address (please enter the address you want your credential card mailed to):	
	Current Position:	Organization:		
	Email:	Phone Number:		
	Applicant Signature:		Date:	
EQUIVALENCY	Item:	Completion Date:	Documentation Attached:	
	<input type="checkbox"/> Letter (requesting equivalency)		<input type="checkbox"/> Yes (Letter)	
	<input type="checkbox"/> Paper (Write a paper explaining how you have continued your growth, education, and professional development in the field of EM as it relates to program management, administration, and policy. Please explain how you have kept apprised of current trends, challenges and compliance requirements in the field and provide 3 functional examples of how you have applied your continual education and leadership ability, to solve compliance, policy, finance, and programmatic challenges to maintaining and building a compliant and comprehensive emergency management program. Minimum page length: 30 pages)		<input type="checkbox"/> Yes (Paper)	
	Select 3 options below:	Completion Date:	Documentation Attached:	
	<input type="checkbox"/> AA Degree/Certificate		<input type="checkbox"/> Yes (Degree/Certificate)	
	<input type="checkbox"/> Taken at least 30 upper division college credits/unit from accredited college/university		<input type="checkbox"/> Yes (Official Transcript)	
	<input type="checkbox"/> Emergency Management Certificate. One of the following chooses: FEMA Basic Academy, FEMA Advance or IAEM CEM Certification		<input type="checkbox"/> Yes (Certificate)	
<input type="checkbox"/> Hold a leadership position in a State, Federally or Professionally recognized EM Board, Committee, or Association that directly impacts policy and continual improvements in the field.		<input type="checkbox"/> Yes (Appointment Letter and Policy etc. you help develop/shape)		
<input type="checkbox"/> 100-page thesis related to an emergency management subject directly related to the knowledge and capability requirements for this level of credentialing. Be specific.		<input type="checkbox"/> Yes (Thesis Paper)		



E-mail this form and all supporting documentation to:
Credentialcoord@caloes.ca.gov